DES MOINES PUBLIC SCHOOLS

REGULAR SCHOOL BOARD MEETING CITY BOARDROOM — 400 ROBERT D. RAY DRIVE

MINUTES APRIL 5, 2011

PUBLIC FORUM – 5:45 p.m.

The Board of Directors met in regular session on Tuesday, April 5, 2011, in the city hall boardroom at 400 Robert D. Ray Drive., Connie Boesen presiding.

Present: Boesen, Caldwell-Johnson, Gallardo, Murphy, Link, Strong, Woods

Absent: None

REGULAR MEETING – 6:00 p.m.

The Board of Directors met in regular session on Tuesday, April 5, 2011, in the city hall boardroom at 400 Robert D. Ray Drive.; Connie Boesen presiding.

Present: Boesen, Caldwell-Johnson, Gallardo, Murphy, Link, Strong, Woods

Absent: None

Ms. Boesen clarified Item No. 14 should state Jefferson Elementary, not Jefferson High School and also Item No. 8, Contract No.5228 should indicate PPEL as the funding source rather than the general fund. Caldwell-Johnson moved to approve the agenda with those corrections; second by Link.

Ave: Boesen, Caldwell-Johnson, Gallardo, Murphy, Link, Strong, Woods

Nay: None

The motion carried, 7-0.

APPROVAL OF MINUTES OF March 8, 2011, and March 22, 2011.

Ms. Strong moved approval of the minutes of March 8, 2011; second by Murphy.

Aye: Boesen, Caldwell-Johnson, Gallardo, Murphy, Link, Strong, Woods

Nav: None

The motion carried, 7-0.

Caldwell-Johnson moved approval of the minutes of March 22, 2011; second by Link.

Aye: Boesen, Caldwell-Johnson, Gallardo, Murphy, Link, Strong, Woods

Nay: None Pass: Woods

The motion carried, 6-0.

DISTRICT RECOGNITIONS 6:05 p.m.

Dr. Sebring introduced Kathryn Thompson and Crystal Morrison, RD Nutrition Coaches of Energy Balance 4 Kids at Hanawalt Elementary. This evidence-based program was

developed by the American Dietetic Association Foundation with funding support from the Healthy Weight Commitment Foundation and collaborates with the Hanawalt cafeteria and PE classes to promote formation of healthy habits and lifestyles.

Associate Superintendent Terrence Martin presented Sulaiman Muhammad, a 7th grader at Moulton and David Mwirichia, a senior at Hoover from the Des Moines chapter of Brother 2 Brother who recently participated in the Oratorical Showcase at the B2B Conference in Indianapolis, IN and spoke to the conference theme: *Each One, Reach One – Creating Lives of Civility and Purpose*. Also introduced were conference attendees Mario Cruz from Callanan and David's brother, Lester, a student at Hoover.

Dr. Sebring congratulated the Hoover boys' basketball team which compiled a record of 23-3 and advanced to the 4A state championship game. Head coach Courtney Henderson introduced his staff and the team members: Assistant coaches Bill Proctor, Justin Ruddy, Chris Krueger and Brad Grier; players Omar Lamar, Dwight Sistrunk Jr., Cameron Woods, Onterior Brown, Gatlat Toang, Cedric Danielson, Kourtlin Jackson, Kelly Madison Jr., Shayrohn Belle, Loanga Ingoli, Reggie White, Zach Doyle, Jordan Provost, Chris Bemisdarfer and Bakr Brown.

CONSENT ITEMS - 6:20 p.m.

7. Contracts for Approval	·- 1
8. Award of Contracts on Bid	5
9. Award of Bid No. 6296 — Window Replacement, Brody Middle School	· 13
10. Award of Bid No. 6309 — North High School Elevator	· 15
11. Award of Bid No 6310 — Fire Sprinkler, Central Campus	· 17
12. Award of Quote 6307 — Student Drop Off, Cattell Elementary	· 19
13. Award of Quote 6306 — Student Drop Off, Findley Elementary	· 21
14. Award of Quote 6308 — Site Improvements, Jefferson Elementary	· 23
15. Award of Order on State Contract	· 25
16. Personnel Recommendations	· 27
17. List of Bills for Approval	. 29

Minutes

Ms. Link moved approval of the consent items including payment of bills previously authorized and certified by the secretary and reviewed by her as paid in the amount of \$4,807,132.49 and unpaid bills in the amount of \$2,069,738.02; second by Caldwell-Johnson.

Aye: Boesen, Caldwell-Johnson, Gallardo, Murphy, Link, Strong, Woods

Nay: None

The motion carried, 7-0.

PUBLIC HEARING — 6:25 p.m.	
18. Harding Middle School 3	31
19. Roosevelt High School 3	33
20. Easement granted MidAmerican Energy/Wallace School 3	35
OTHER — 6:30 p.m.	
21. Resolution to Hold a Public Hearing; Electrical Line Easement, Cowles	37
22. 2011-2012 Calendar 3	39
23. Early Retirement Option	41
24. Change in Board Meeting Date	43
25. Proposed 2011-2012 Budget	45
REQUESTS FOR INFORMATION — 8:20 p.m. NA	

CHAIR'S REPORT — 8:20 p.m.

Ms. Boesen implored the community to pressure the legislature for adequate funding for schools.

SUPERINTENDENT'S REPORT — 8:25 p.m.

Dr. Sebring said the DOE had completed its accreditation site visit, something that's required every five years, and that it had gone very well. She said the district awaits receipt of the final report and thanked Mike Munoz and his assistant, Stephanie Burkhall, for coordinating the district's hosting of the DOE team.

ADJOURN 8:30 p.m.

Item No. 7 Page 1 of 3

Subject: CONTRACTS FOR APPROVAL

For: ACTION

Contact: Various Attachments: None

Contract No. 11-015

Project: Student Teaching Agreement

Contractor: Peru State College

Background: DMPS has provided student teaching experiences for students from various colleges and universities for a number of years. College students are placed with teachers throughout the District for either a full or half semester. The individual teacher receives remuneration from the appropriate university. This agreement sets forth the general terms and conditions for placing college students in student teaching placements, pre-kindergarten through 12th grade.

Financial:

Revenues: \$0 Expenses: \$0

Term: Beginning March 7, 2011

New or Renewal: New

Contact: Tom Mitchell

(thomas.mitchell@dmps.k12.ia.us; 242-7967)

Contract No. 11-016

Project: RFP 103 Des Moines Teacher Retirement System (DMTRS) – Custodial

Services

Contractor: Wells Fargo

Background: The management services component primarily involves custody of

the DMTRS assets and also accounting of the investment earnings

Page 2 April 5, 2011

Item No. 7 Page 2 of 3

Financial: Portfolio custodial services fees totaled \$38,352 for FY

2010.

Funding Source: All fees are paid from DMTRS funds.

Term: Two year term, with five optional one year extensions.

New or Renewal: Renewal

Contact: Roger Hudson

Contract No. 11-017

Project: RFP 103 Des Moines Teachers Retirement System (DMTRS) -

Investment Services

Contractor: Bankers Trust

Background: The investment management service component is comprised of two

parts – fixed income and equities (no more than 20%) investments.

Financial: Portfolio investment services fees totaled \$131,467 for FY

2010.

Funding Source: All fees are paid from DMTRS funds.

Term: Two year term, with five optional one year extensions.

New or Renewal: New

Contact: Roger Hudson

Contract No. 11-018

Project: Altiris Software Deployment Solution

Contractor: SoftChoice

Background: Altiris is a service-oriented management solution that provides a modular and future-proof approach to managing highly diverse and widely distributed IT infrastructures. They are open solutions that enable lifecycle integration of client, handheld, server, network and other IT assets with audit-ready security and automated operation.

Item No. 7 Page 3 of 3

Financial:

Revenues: \$0

Expenses: 113,520

Funding Source: DWSUDATAZN 0650

Term: One year agreement

New or Renewal: New

Contact: Dan Warren

(dan.warren@dmps.k12.ia.us; 242-8192)

Item No. 8 Page 1 of 8

Subject: AWARD OF CONTRACT ON BID

For: ACTION

Contact: Various Attachments: None

<u>Issue</u>: Bids have been advertised, issued and received for various equipment items, supplies, and services as outlined below.

<u>Superintendent's Recommendation</u>: The superintendent recommends the contracts as shown below be approved

<u>Background</u>: The suggested bid awards and detailed information for each of the bids are as shown below. Where cost comparisons are shown, they are merely a representative sample of the items on the bid, and are not intended to be all inclusive.

A. <u>Bid No. 5118-07 Food and Nutrition Management Small Equipment FY 2011- 2012</u>

Reinhart Food Service Cedar Rapids, IA Estimated Award \$85,000.00

The vendor has agreed to extend the contract at last year's contract terms, with increases that range from 5-8%. Complete lists of manufacturer discounts are available in purchasing. These items are ordered as needed by food and nutrition.

Funds are provided in the Food & Nutrition account.

This is the fourth and final extension.

Estimated Award 2010-2011	\$85,000.00
Estimated Award 2009-2010	\$80,000.00
Estimated Award 2008-2009	\$85,000.00
Estimated Award 2007-2008	\$75,000.00

Contact: Sandy Huisman

(sandy.huisman@dmps.k12.ia.us; 242-7712)

B. <u>Bid No. 5127-07 for High Speed Digital Stencil Duplicators — Rental FY 2011-2012</u>

Midwest Office Technology Des Moines, IA

\$ 160,000.00

The vendor has agreed to extend the contract at the same cost per copy of \$.0072 which includes machine rental, Hecon keypads, all supplies, parts and labor, but excludes paper.

Page 6 April 5, 2011

Item No. 8 Page 2 of 8

Funds available in various district-wide accounts.

This is the fourth and final extension.

2010-2011	Estimated Award	\$ 160,000.00
2009-2010	Actual	\$ 145,663.70
2008-2009	Actual	\$ 207,305.12
2007-2008	Actual	\$ 165,876.57

Contact: Dan Warren

(dan.warren@dmps.k12.ia.us; 242-8192))

C. Bid No. 5140-07 Digital Production Printing Systems FY 2011- 2012

Laser Resources Urbandale, IA \$30,000.00

The vendors have agreed to extend the contract at last year's contract terms and pricing. Award amount includes lease of equipment and per copy charge. The digital production printing system is used in the district's print shop.

Funds are provided in the Technology Print Shop account.

This is the fourth extension.

Estimated Expense 2010-2011	\$ 30,000.00
Estimated Expense 2009-2010	\$ 29,300.00
Estimated Expense 2008-2009	\$ 26,200.00
Estimated Expense 2007-2008	\$ 23,200.00

Contact: Sheila Mason

(sheila.mason@dmps.k12.ia.us; 242-7980)

D. Bid No. 5181-08 Pest Extermination FY 2011-12

Diam Pest Control Des Moines, IA \$31,840.00

The vendor performs pest control and extermination for district-wide food preparation areas, as well as all other district facilities. The vendor has agreed to extend the contract with the same terms and a price increase for one year of 5.3% and no increase the following year for an average price increase of 2.65% annually for the remainder of the contract.

This is the third extension.

Item No.	8	Page 3 of 8
	Estimated Award	\$ 30,240.00
2009-2010 2008-2009	Estimated Award Actual Cost	\$ 28,800.00 \$ 29,758.00

Funds are available in the Custodial & Food Service accounts.

Contact: Sheila Mason

(sheila.mason@dmps.k12.ia.us; 242-7980)

E. <u>Bid No. 5220-09 Audio Visual — Infocus Machines FY 2011-2012</u>

Midwest Computer West Chicago, IL Estimated Award \$142,050.00

The vendor agreed to extend the contract at last year's contract terms and has reduced the price per unit by 5.3% from last year. The difference in the authorization amounts reflects the number of units purchased. Infocus machines are used in the instruction of students throughout the district.

This is the second extension.

2010-2011 Estimated Expense \$ 150,000.00 2009-2010 Actual Expense \$ 212,670.63

Funds are provided in district-wide technology accounts

Contact: Dan Warren

(dan.warren@dmps.k12.ia.us; 242-8192)

F. <u>Bid 5228-09 Carpet for Stock FY 2011-12</u>

Mannington Mills Calhoun, GA 1 item Estimated Award \$50,218.00.

The vendor has agreed to extend the contract with the same pricing and terms. Vendor provides carpet stock and supplies for new and replacement carpet installations performed by district personnel. Award value varies with the number of yards purchased for the fiscal year.

This is the second extension.

2010-2011 Actual Award \$ 33,833.00 2009-2010 Actual Award \$ 45,270.00

Funding Source: PPEL

Page 8 April 5, 2011

Item No. 8 Page 4 of 8

Contact: Dave Silver (dave.silver@dmps.k12.ia.us; 242-7700

G. Bid No. 5242-09 Boiler and Cooling Tower Water Treatment Services FY2011- 2012

Water Solution Group Anoka, MN 1 item Estimated Award \$47,250.00

The vendor has agreed to extend the contract with a 10% price reduction and the original terms. Vendor provides chemicals and maintenance services throughout the District for boilers and cooling towers:

This is the second extension.

2010-2011 Estimate/Actual \$ 52,500.00 2009-2010 Actual \$ 52,500.00

Funds available in the Facility Management (preventive maintenance) account.

Contact: Dave Silver

(dave.silver@dmps.k12.ia.us: 242-7700)

H. Bid No. 6115 Multifunctional Copiers FY 2011-12

Midwest Office Technology Des Moines, IA \$310,000.00

The vendor leases multifunctional copiers districtwide; this is the second year of a fiveyear lease. The vendor has agreed to extend the contract with the same terms and conditions.

This is the first extension

2010-2011 Estimated Award \$310,000.00

Funds are available in various district-wide accounts.

Contact: Dan Warren

(dan.warren@dmps.k12.ia.us; 242-7911)

I. <u>Bid No. B6280 — General Office Supplies for Central Stores</u>

Brown & Saenger	Sioux Falls, S.D.	5 items	\$ 13,259.04
DGS	Delray Beach, FL	1 item	\$ 1,812.60
Koch Brothers	Des Moines, IA	2 items	\$ 1,540.80
Payless Office Supplies	WDM, IA	2 items	\$ 704.52

Item No. 8			Page 5 of 8
Pyramid School Products Quill	Tampa, FL. Lincolnshire, IL.	5 items 8 items	\$ 1,490.62 \$ 2,767.27
School Specialty	Norcross, GA.	7 items	\$ 301.56
Standard Stationery	Wheeling, IL	25 items	\$ 31,195.8 <u>1</u>
Total		55 items	\$ 53,072.22

Cost Comparison

<u>ltem</u>	<u>UOM</u>	<u>2008</u>	2010	2011
Index Cards, 3x5, Ruled	EA	.28	.27	.27
Stick It Notes	EA	.26	.30	.27
Clear Tape w/dispenser	EA	.49	.63	.55

Funding Source: Central Stores Account

Contact: Sheila Mason

(sheila.mason@dmps.k12.ia.us; 242-7980))

J. Bid No. B6314 Armored Car Service FY 2011-2012

Armored Knights Omaha, NE \$25,246.08

The suggested award is the lowest bid meeting specifications.

Bids were examined by the Purchasing and Central Nutrition departments.

A complete tabulation of the bid is available online at: http://www.dmps.k12.ia.us/Departments/Purchasing/Bids.aspx

Three bids were mailed, two bids were received, one did not respond.

Funding Source: Funds are provided in the central nutrition accounts

Contact: Sandy Huisman

(sandy.huisman@dmps.k12.ia.us 242-7636)

K. Bid B6318 Milk and Dairy Products FY 2011-2012

Anderson Erickson Dairy Des Moines, IA 20 items \$1,214,086.70

The suggested awards are low bids meeting specifications.

Bids were examined by the Purchasing & Central Nutrition departments.

Page 10 April 5, 2011

Item No. 8 Page 6 of 8

A complete tabulation of the bid is available online @ http://www.dmps.k12.ia.us/Departments/Purchasing/Bids.aspx

16 bids were mailed, two bids were received, one no bid and 13 did not respond.

Funding Source: Funds are provided in Central Nutrition accounts

Contact: Sandy Huisman

(sandy.huisman@dmps.k12.ia.us 242-7636)

L. Q6068 Carpet Installation Service FY 2011-2012

Ingamells Commercial Urbandale, IA Estimated Award \$ 36,000.00

The vendor has agreed to extend the contract at last year's pricing and contract terms. This service is ordered by Facility Management as required.

This is the first extension.

Funding Source: Funds are provided in the Facility Management account.

Estimated Award: 2010-2011 \$ 17.500.00

Contact: Dave Silver

(dave.silver@dmps.k12.ia.us; 242-7700)

M. Bid 5167-08 Air Filters FY 2011-2012

Air Filter Sales and Service Des Moines, IA. Estimated Award \$ 100,190.00

The vendor has agreed to extend the contract with the same terms with price increases ranging from 2.3% to 4.2% depending on filter type. The anticipated award reflects the price increase as well as the increase in usage and number of units in the District. Air filters are used at all District locations to maintain air quality in the buildings. Filters will be brought in on a quarterly basis.

This is the third extension.

2010-2011	Estimate	\$ 92,280.00
2009-2010	Estimate	\$ 83,053.00
2008-2009	Estimate	\$ 81,235.08

Funding Source: Funds are provided in Preventative Maintenance account DWPRVMNTYA-0683.

Item No. 8 Page 7 of 8

Contact: Dave Silver

(dave.silver@dmps.k12.ia.us; 242-7700)

N. B6060 Floor Finishes — Various Sites FY 2011-2012

Ecolab, Inc St. Paul, MN 5 items Estimated Award \$45,161.50

The vendor has agreed to extend the contract with the same terms and pricing. This vendor provides floor care product used by Custodial Services at all sites throughout the district.

This is the first extension.

2010-2011 Estimated award \$ 45,161.50

Funding Source: Funds available in individual custodial accounts district-wide.

Contact: Sheila Mason

(sheila.mason@dmps.k12.ia.us; 242-7980))

O. <u>Bid 5166-08 Bread Items FY 2011-2012</u>

Sara Lee Bakery; Dubuque, IA. Estimated Award \$242,028.00

The vendor agreed to extend the contract at last year's contract terms. Bread items are ordered as needed by Food & Nutrition programs.

This is the third extension.

Funding Source: Funds are provided in Food & Nutrition management account.

 2010-2011
 Estimated Award
 \$ 225,800.00

 2009-2010
 Actual
 \$ 221,078.24

 2008-2009
 Actual
 \$ 216,181.54

Contact: Sandy Huisman

(sandy.huisman@dmps.k12.ia.us:242-7636)

Page 12 April 5, 2011

Item No. 8 Page 8 of 8

P. Q08-7104 Incidental Electrical Supplies FY 2011-12

Crescent Electric Des Moines, IA
Graybar Electric Des Moines, IA
3E Windsor Heights, IA

Total Estimated, Award

Incidental electrical supplies are used throughout the District by Facility Management personnel. They are purchased as required to repair or improve the electrical service at individual sites. The quotations were generated to insure the district received the best available pricing when the items were needed. Amounts spent at each location are determined as the needs arise and by the type of product required for the job.

\$ 50,000.00

This is the third extension.

2010-11 Estimated Expense \$ 50,000.00

Funding Source: Facilities Accounts

Contact: Dave Silver

(dave.silver@dmps.k12.ia.us; 242-7700)

Item No. 9 Page 1 of 1

Subject: AWARD OF BID NO. B6296 — WINDOW REPLACEMENT;

BRODY MIDDLE SCHOOL

For: ACTION

Contact: BILL GOOD Attachments: None

(harold.good@dmps.k12.ia.us: 242-8321)

<u>Issue</u>: Award of contract for the window and door replacement project for Brody Middle School.

<u>Superintendent's Recommendation</u>: The superintendent recommends a contract for the Base Bid and Alternate 1 be awarded to the lowest responsive/responsible bidder, Swanson Glass Inc. in the amount of \$358,433.00.

Presenters: None. Bill Good will be present to answer any questions.

<u>Background</u>: This is one of the projects under the statewide penny funding. The work at Merrill consists of:

 Base Bid: Replacement of the exterior windows and repairs/replacements of selected exterior entry doorways.

• Alternate 1: Remove and replace additional window flashing material.

The district received bids on March 1, 2011. The results are as follows:

Bidder	Base Bid	Alternate 1
REEP Inc.		
Baxter, IA	\$448,533	\$10,268
Two Rivers Glass		
WDM, IA	\$385,285	\$11,997
Rochon Corp.		
Urbandale, IA	\$510,000	\$54,400
Edge Commercial		
Grimes, IA	\$532,775	\$16,500
Swanson Glass		
Des Moines, IA	\$344,475	\$13,958

Item No. 10 Page 1 of 1

Subject: AWARD OF BID NO. B6309; NORTH HIGH SCHOOL ELEVATOR

For: ACTION

Contact: BILL GOOD Attachments: None

(harold.good@dmps.k12.ia.us : 242-8321)

Issue: Award of contract for a new passenger elevator at North High School.

<u>Superintendent's Recommendation</u>: The superintendent recommends a contract for the Base Bid be awarded to the lowest responsive / responsible bidder, Dean Snyder Construction in the amount of \$152,900.

<u>Presenters</u>: None. Bill Good will be present to answer any questions.

<u>Background</u>: This is a project under the statewide penny funding.

Base Bid: Install a new passenger elevator including miscellaneous interior modifications

The district received bids on March 29, 2011. The results are as follows:

Bidder	Base Bid
Dean Snyder Construction;	
Ankeny, IA	\$152,900
Bergstrom Construction; Des	
Moines, IA	\$169,600

Item No. 11 Page 1 of 1

Subject: AWARD OF BID NO. B6310 – FIRE SPRINKLER; CENTRAL CAMPUS

For: ACTION

Contact: BILL GOOD Attachments: None

(harold.good@dmps.k12.ia.us: 242-8321)

Issue: Award of contract for the fire sprinkler work at Central Campus.

<u>Superintendent's Recommendation</u>: The superintendent recommends a contract for the Base Bid be awarded to the lowest responsive/ responsible bidder, Edge Commercial LLC in the amount of \$665,500.

Presenters: None. Bill Good will be present to answer any questions.

<u>Background</u>: This project provides fire sprinkler protection in certain areas of the building not currently covered. In conjunction with other projects at Central Campus the entire building will be equipped with a fire sprinkler system as required by code.

• Base Bid: Installation of fire sprinkler system including a new fire pump.

The district received bids on March 29, 2011. The results are as follows:

Bidder		Base Bid
Edge Commercial	LLC,	
WDM, IA		\$665,500

Funding Source: Local Option Sales Tax

Item No. 12 Page 1 of 1

Subject: AWARD OF QUOTE NO. Q6307 — STUDENT DROP OFF

CATTELL ELEMENTARY SCHOOL

For: ACTION

Contact: BILL GOOD Attachments: None

(harold.good@dmps.k12.ia.us: 242-8321)

<u>Issue</u>: Award of purchase order for the student drop off project at Cattell Elementary School.

<u>Superintendent's Recommendation</u>: The superintendent recommends a purchase order for the low quote be awarded to Joiner Construction Co. Inc. in the amount of \$45,484.

Presenters: None. Bill Good will be present to answer any questions.

<u>Background</u>: This project is under the statewide penny funding.

• Base Bid: Installation of a new student drop off lane along E. Tiffin Avenue to

improve student safety. Work to be done through a Private

Construction Contract with the City of Des Moines.

The district received quotes on March 22, 2011. The results are as follows:

Company	Quote
Joiner Construction Co.;	
Plano, IA	\$45,484
P. G. Construction; DM,	
IA	\$49,000
Absolute Concrete; Slater,	
IA	\$59,535
Elder Corp; DM, IA	\$62,600
Jasper Construction;	
Newton, IA	\$65,024

Item No. 13 Page 1 of 1

Subject: AWARD OF QUOTE NO. Q6306 - STUDENT DROP OFF;

FINDLEY ELEMENTARY SCHOOL

For: ACTION

Contact: BILL GOOD Attachments: None

(harold.good@dmps.k12.ia.us: 242-8321)

<u>Issue</u>: Award of purchase order for the student drop off project at Findley Elementary School.

<u>Superintendent's Recommendation</u>: The superintendent recommends a purchase order for the low quote be awarded to Joiner Construction Co. Inc. in the amount of \$36,942.

Presenters: None. Bill Good will be present to answer any questions.

<u>Background</u>: This project is under the statewide penny funding.

Base Bid: Installation of a new student drop off lane along Cambridge Street to

improve student safety. Work to be done through a Private

Construction Contract with the City of Des Moines.

The district received quotes on March 15, 2011. The results are as follows:

Company	Quote
Joiner Construction Co.;	
Plano, IA	\$36,942.00
Alliance Construction;	
Group Grimes, IA	\$46,472.75
Elder Corp.; DM, IA	\$47,737.00
Absolute Concrete;	
Slater, IA	\$53,457.00
PG Construction; DM, IA	\$58,853.00

Item No. 14 Page 1 of 1

Subject: AWARD OF QUOTE NO. Q6308 — SITE IMPROVEMENTS;

JEFFERSON SCHOOL

For: ACTION

Contact: BILL GOOD Attachments: None

(harold.good@dmps.k12.ia.us: 242-8321)

<u>Issue</u>: Award of purchase order for a site improvement project for Jefferson School.

<u>Superintendent's Recommendation</u>: The superintendent recommends a purchase order for the low quote be awarded to P.G. Construction, Inc. in the amount of \$46,000.

Presenters: None. Bill Good will be present to answer any questions.

<u>Background</u>: This project is under the statewide penny funding.

Base Bid: Installation of site improvements to enhance student safety and lessen

vehicular traffic congestion.

The district received quotes on March 29, 2011. The results are as follows:

Company	Quote
P.G. Construction Inc.,	
Des Moines, IA	\$ 46,000
Absolute Concrete	
Slater, IA	\$56,750

Item No. 15 Page 1 of 1

Subject: AWARD OF ORDER ON STATE CONTRACT

For: ACTION

Contact: Dave Silver Attachments: None

(dave.silver@dmps.k12.ia.us; 242-7700)

<u>Issue</u>: Award of order for the purchase of a hybrid utility security vehicle. This is the second of two vehicles that is being recommended for purchase.

<u>Superintendent's Recommendation</u>: The superintendent recommends the purchase of the item listed above be awarded to Charles Gabus Ford; Des Moines, IA. in the amount of \$28,442.00

Presenters: None.

<u>Background</u>: Facility Management is utilizing the State of Iowa's Department of Administrative Services contract: MA No. 005 3723-10 for this purchase, rather than the normal bidding process.

Funding Source: Physical Plant and Equipment Levy (PPEL)

Account no. 23DWVEHICL 0732

Item No. 16 Page 1 of 1

Subject: PERSONNEL RECOMMENDATIONS

For: ACTION

Contact: Twyla Woods Attachments: None

(twyla.woods@dmps.k12.ia.us; 242-7972)

<u>Superintendent's Recommendation</u>: The superintendent recommends the Board approve the personnel recommendations.

Background:

RESIGNATION

Name	School, Position	Effective Date	Reason
Austin, Mathew	Weeks, Language Arts	06/06/11	Personal
Casey, Shane	Leave of Absence	03/01/11	Personal
Cole, Tom	East, Social Science	06/06/11	Personal
Deierling, Dawn	Leave of Absence	02/27/11	Personal
Duff, Kevin	Leave of Absence	03/17/11	Personal
Hartzell, Katey	Leave of Absence	03/07/11	Personal
Lessman, Amanda	Leave of Absence	03/06/11	Personal
Skoog, Rena	Leave of Absence	03/10/11	Personal
Strong, Jesse	Student Services, Special Education Consultant	06/06/11	Personal
Tessau, Linda	Leave of Absence	03/19/11	Disability
Tribolet, Angela	Leave of Absence	03/07/11	Personal
Voss, Sarah	Leave of Absence	03/23/11	Personal

Item No. 17 Page 1 of 1

Subject: LIST OF BILLS FOR APPROVAL

For: ACTION

Contact: Patricia Schroeder Attachments: None

(patricia.schroeder@dmps.k12.ia.us; 242-8527)

<u>Issue</u>: A list of bills will be furnished to the Board of Directors at the Board meeting for approval. The secretary will be glad to furnish information as requested on any of these items. Prior to the meeting, one member of the board will have checked this list with the invoices.

Item No. 18 Page 1 of 1

Subject: HARDING MIDDLE SCHOOL

For: PUBLIC HEARING/ACTION

Contact: BILL GOOD Attachments: None

(harold.good@dmps.k12.ia.us: 242-8321)

<u>Issue</u>: Approval of the plans and specifications for work at Harding Middle School. Publication for the Public Hearing was included in the Des Moines Register on March 19, 2011.

<u>Superintendent's Recommendation</u>: The superintendent recommends the Board approve the plans and specifications prepared by Alvine Engineering for the mechanical retrofit bid package at Harding Middle School.

Presenters: None. Bill Good will be present to answer any questions.

<u>Background</u>: This is a project under the Statewide Penny funding. This project will enhance energy efficiency and safety/security measures. It will provide electrical upgrades including new lighting, a fire sprinkler system, upgraded technology, and improvements to the mechanical systems.

A copy of the plans and specifications is available for review at the District's facility operation center.

Funding: Statewide Penny (Students First Program)

Minutes: Ms. Boesen opened the public hearing. There being no speakers she closed the public hearing and asked Dr. Sebring to introduce the matter.

Mr. Murphy moved to approve the plans and specifications; second by Caldwell-Johnson.

Aye: Boesen, Caldwell-Johnson, Gallardo, Link, Murphy, Strong, Woods

Nay: None

The motion carried.

Item No. 19 Page 1 of 1

Subject: ROOSEVELT HIGH SCHOOL

For: PUBLIC HEARING/ACTION

Contact: BILL GOOD Attachments: None

(harold.good@dmps.k12.ia.us: 242-8321)

<u>Issue</u>: Approval of the plans and specifications for work at Roosevelt High School. Publication for the public hearing was included in the Des Moines Register on March 19, 2011.

<u>Superintendent's Recommendation</u>: The superintendent recommends that the Board approve the plans and specifications prepared by Wells & Associates for the athletic modernization bid package at Roosevelt High School.

Presenters: None. Bill Good will be present to answer any questions.

<u>Background</u>: This is a project under the Local Option Sales Tax. This project will provide upgrades and modernization of the athletic areas of the school including locker rooms, wrestling room, weight room, gymnasium, athletic lobbies, skywalks, concession stands and other areas. An alternate is being bid to add a new locker room.

A copy of the plans and specifications is available for review at the District's facility operation center.

Funding: Statewide Penny (Students First Program)

Minutes: Ms. Boesen opened the public hearing. There being no speakers she closed the public hearing and asked Dr. Sebring to introduce the matter.

Ms. Strong moved to approve the plans and specifications; second by Murphy.

Aye: Boesen, Caldwell-Johnson, Gallardo, Link, Murphy, Strong, Woods

Nay: None

The motion carried.

Item No. 20 Page 1 of 1

Subject: EASEMENT TO MIDAMERICAN ENERGY FOR OVERHEAD ELECTRIC

LINE AT WALLACE SCHOOL

For: PUBLIC HEARING/ACTION

Contact: Bill Good Attachments: None

(harold.good@dmps.k12.ia.us; 242-8321)

<u>Issue</u>: MidAmerican is requesting the granting of an overhead electric line easement at Wallace School, 1401 E 12th St., legally described as follows:

Lot 182 in Capital Park, and Official Plat, now included in and forming a part of the City of Des Moines, Polk County, Iowa.

<u>Superintendent's Recommendation</u>: The superintendent recommends the Board approve the granting of an overhead electric line easement to MidAmerican Energy for \$1.

Background: On March 8, 2011 the Board of Directors approved a resolution to hold a public hearing. As required by law, the notice of public hearing was published on March 21, 2011.

Minutes: Ms. Boesen opened the public hearing. There being no speakers she closed the public hearing and asked Dr. Sebring to introduce the matter.

Mrs. Woods moved to approve the easement; second by Link.

Aye: Boesen, Caldwell-Johnson, Gallardo, Link, Murphy, Strong, Woods

Nay: None

Item No. 21 Page 1 of 1

Subject: RESOLUTION TO HOLD A PUBLIC HEARING -

ELECTRIC LINE EASEMENT AT COWLES SCHOOL

For: ACTION

Contact: Bill Good Attachments: None

(Harold.good@dmps.k12.ia.us; 242-8321)

<u>Issue</u>: MidAmerican is requesting the granting of an underground electric line easement at Cowles School, 6401 College Ave., legally described as follows:

Lots 52, 53, 55, 59, and 60, Suburban Farms, an Official Plat, now included in and forming a part of the City of Des Moines, Polk County, Iowa.

<u>Superintendent's Recommendation</u>: The superintendent recommends the Board approve the resolution to hold a public hearing for the purpose of granting an underground electric line easement to MidAmerican Energy for \$1.

RESOLUTION

WHEREAS, the Board of Directors of the Des Moines Independent Community School District (the "District") desires to grant an underground electric easement to MidAmerican Energy for \$1.00. The area subject to the easement is Cowles School, 6401 College Ave. and is legally described as follows:

Lots 52, 53, 55, 59, and 60, Suburban Farms, an Official Plat, now included in and forming a part of the City of Des Moines, Polk County, Iowa.

WHEREAS, it is appropriate to publish a Notice of the proposed sale and of the hearing and to receive and consider objections and petitions.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Des Moines Independent Community School District:

Section 1. That this Board shall set a public hearing on the proposed sale for April 19, 2011 at 6:00 o'clock p.m. in the Des Moines City Hall Council Chambers at 400 Robert D. Ray Drive, Des Moines, Iowa 50309.

Section 2. That the Secretary is authorized and directed to prepare, publish, and distribute the Notice of Hearing

Minutes:

Mr. Murphy moved to approve the resolution; second by Strong.

Aye: Boesen, Caldwell-Johnson, Gallardo, Link, Murphy, Strong, Woods

Nay: None

Item No. 22 Page 1 of 1

Subject: SCHOOL CALENDAR FOR 2011/2012

For: DISCUSSION/ACTION

Contact: Celeste Kelling Attachments: 11-012

(celeste.kelling@dmps.k12.ia.us; 242-7760)

Issue: Discussion of the 2011-12 school calendar.

<u>Superintendent's Recommendation</u>: The superintendent recommends the Board approve the proposed 2011-12 school calendar.

<u>Background</u>: The Calendar Committee works to ensure that students are in school for the required 180 days and breaks are properly placed. The Board previously approved the start date of August 25, 2011 and an end date of June 1, 2012, for the 2011-12 calendar while the District surveyed parents and staff regarding the placement of spring conference dates. Due to survey results from parents and staff, spring conference dates will remain in March as has been done in previous years. Elementary schools will have the opportunity to hold conferences during three evenings in February. This elementary modification will not affect the calendar dates.

Ms. Strong moved to approve the calendar for 2011-2012; second by Murphy.

Aye: Boesen, Caldwell-Johnson, Gallardo, Link, Murphy, Strong, Woods

Nav: None

Item No. 23 Page 1 of 1

Subject: EARLY RETIREMENT OPTION

For: ACTION

Contact: Twyla Woods / Patricia Schroeder Attachments: 11-013

(twyla.woods@dmps.k12.ia.us; 242-7279)

<u>Issue:</u> The Board of Directors must approve the Voluntary Early Retirement Plan for eligible certified staff on an annual basis.

<u>Superintendent's Recommendation:</u> The superintendent recommends the Board approve the Voluntary Early Retirement Option for eligible certified staff for 2012-2013.

Background: Under the district's Voluntary Early Retirement Plan, attendance determines the value of the retirement benefit eligible contract staff receives. In November 2010 (97 eligible staff) and March 2011 (13 eligible staff), an overall total of 110 elected to take advantage of the 2010-2011 Voluntary Early Retirement Option.

Minutes

Ms. Link moved to approve the Early Retirement option for 2012-2013; second by Woods.

Aye: Boesen, Caldwell-Johnson, Gallardo, Link, Murphy, Strong, Woods

Nay: None

Item: 24

Subject: CHANGE IN BOARD MEETING DATE

For: ACTION

Contact: Connie Boesen Attachments: None

(boesendmia@aol.com; 240-7949))

Issue: Board Meeting Change

<u>Background:</u> The Board previously approved a calendar which called for a regular meeting to be held on Tuesday, May 17, 2011. There will not be a quorum of the Board available on that date due to an out-of-town conference which four Board members are scheduled to attend. The City Council chambers are available on Monday, May 16th as an alternative date.

Minutes

Ms. Caldwell-Johnson moved to approve the Board meeting change from May 17, 2011 to May 16, 2011; second by Woods

Aye: Boesen, Caldwell-Johnson, Gallardo, Link, Murphy, Strong, Woods

Nay: None

Item No. 25 Page 1 of 8

Subject: FY 2011–2012 PROPOSED BUDGET

For: DISCUSSION

Contact: Patti Schroeder Attachments: None

(patricia.schroeder@dmps.k12.ia.us; 242-8527)

<u>Issue</u>: Proposed FY 2012 Budget (July 1, 2011 – June 30, 2012)

<u>Superintendent's Recommendation</u>: The superintendent recommends the Board continue its discussion on the proposed FY 2012 Budget.

Presenter: Patti Schroeder and Bill Good are available for questions.

Background: The adoption of the annual budget authorizes resources and establishes a financial direction for the district in line with the district's Ends Policies; Management Limitations 2.5 relative to Financial Planning/Budgeting, and the budget assumptions for the coming year, FY 2012.

The budget presented at the March 8, 2011 board meeting works within the Board parameters, meets all requirements of the Board's Management Limitations, and incorporates, to the extent possible, recommendations of the Citizen's Budget Advisory Committee, while continuing to implement and provide effective programming and initiatives aimed at improving student performance.

Since then and including March 8, four of the six scheduled budget public forums have been held. Tonight will be the fifth forum, with the sixth forum and official public hearing to be held on Tuesday, April 12, 2011.

As required by law, the date of the official budget hearing, along with the Proposed Des Moines School Budget Summary, highlighting the maximum budget and maximum overall tax rate has been published in the newspaper.

FY 2012 - ALL FUNDS	
Total Anticipated Beginning Fund Balance - restricted and unrestricted	\$93,239,418
Total Anticipated Revenues and Other Sources	\$433,122,904
Total Anticipated Expenditures and Other Uses	(439,470,679)
Total Anticipated Ending Fund Balance – restricted and unrestricted	\$86,891,643

Page 46 April 5, 2011

Item No. 25 Page 2 of 8

Minutes:

Speakers: Paula Reszel

Larry Barrett, 3710 SE 12th
Brenda Williams, 2104 Searle St.
Scott Williams, Jr. 2104 Searle St.
Bill Howard, 4200 SE 24th Street

Debbie Garner

Ed Grant, 1166 20th Street, West Des Moines

Mark Cooper, 5811 Walnut Hill Ave.

Prior to the Board's discussion of the proposed budget Ms. Schroeder, the district's Chief Financial Officer, gave a brief presentation about district staff classified as Specialists. She also summarized the status of legislation at the statehouse germane to school funding.

Mr. Murphy asked for some clarification about the status of two specific pieces of legislation bearing on property tax levels and Ms. Schroeder explained that none of the germane legislation is likely to be resolved before the April 15 deadline for the Board to adopt and certify the FY 2012 budget.

Ms. Link asked how the proposed budget that was published in advance of the public hearing and adoption, as required by law, addresses the property tax issues that remain unresolved legislatively.

Ms. Schroeder said that the proposed budget reflects a worst-case scenario at the statehouse since the Board is prohibited from revising published tax rates upwards but can revise downward in the event of more favorable outcomes.

Ms. Link asked how the budget advisory committee arrived at its recommended increase in the cash reserve portion of the property tax levy.

Ms. Schroeder said they settled on 31 cents because that amount would yield an additional \$2 million.

Ms. Link asked why the committee targeted that amount through additional property taxes.

Dr. Sebring explained that the committee took a three-pronged approach to bridging the approximately \$7 million budget cap that's anticipated: some from the community, some from district employees and some from state funding.

Ms. Caldwell-Johnson asked how much money the mandated one percent increase in the district's IPERS contributions comes to.

Item No. 25 Page 3 of 8

Ms. Schroeder said she thinks it is approximately \$2.7 million.

Dr. Sebring said there had been some speculation during the legislative session that the state might allow for a slower phase-in of the IPERS increases but it doesn't appear that's going to happen.

Ms. Caldwell-Johnson asked what the implications are for the budget depending on what happens with legislation that would revise the universal preschool system.

Ms. Schroeder said that the proposed budget assumed passage of a voucher payment system. If that legislation isn't adopted the DMPS preschool operations will continue essentially unchanged.

Mrs. Woods asked why constituents have been calling her wondering why they've been notified by their preschool providers are closing.

Dr. Sebring said that the state preschool system is effectively in limbo with regard to planning ahead for next year pending resolution by the legislature.

Mr. Murphy wondered how the March 30 deadline for declaring teaching positions excess for the following school year was determined.

Dr. Sebring said it is stipulated in the district's master contract with DMEA.

Mr. Murphy asked if there is a similar deadline in contracts with the other bargaining groups.

Ms. Schroeder said the AFSCME contract calls for a 14 day notice in the event a position is eliminated.

Dr. Sebring said that the March 30 deadline for declaration of excess instructional positions allows for the transfer process by which many teachers are eventually relocated prior to the next school year and avoid layoff.

Mr. Murphy expressed his concern that it's now too late for the Board to explore the possibility of declaring some positions excess as a partial solution to the budget gap.

Ms. Schroeder warned the Board that this year's budget issues may be exacerbated next year by possible reductions in the rate of commercial property taxes and/or reductions in the valuations of commercial property. She said that either of those developments will require higher residential property taxes to maintain whatever this budget's level of funding turns out to be.

Page 48 April 5, 2011

Item No. 25 Page 4 of 8

Mrs. Woods wondered how much money could be saved if district positions that are vacant through retirement and other attrition at the end of the school year are not filled.

Ms. Caldwell-Johnson said for the record that she doesn't support outsourcing of district jobs as a means of saving money. She doesn't think it's possible to balance the budget without impacting all of the district's employee groups even though one the Board's budget parameters was to keep cuts as far away from the classroom as possible. She said she cannot support the budget as it's been proposed.

Ms. Boesen wanted to clarify that the deadline for budget ratification only applies to fixing a maximum amount and not necessarily every detail of how that overall figure is achieved.

Ms. Schroeder explained that the budget adopted by the April 15 deadline can be amended after July 1.

Mrs. Woods commented that she had been at the statehouse and asked several legislators why the school districts should be held to their deadline for budget adoption when the legislature doesn't meet its deadline for passage of school funding. She said the state needs to get back to the practice of prioritizing funding for education.

Patricia Lantz, DMPS General Counsel, confirmed for the Board that Iowa Code Chapter 24 requires that school districts certify their budgets no later than April 15.

Mrs. Woods wondered what recourse constituents have when the legislature fails to pass a school aid formula within 30 days of the governor's submission of his proposed budget, as is also required by law.

Ms. Schroeder explained that there are procedural loopholes by which the legislature is able to justify its own failure to meet deadlines. She said she is not aware of any cases where an lowa school district deliberately ignored the deadline for filing its budget in protest of the state's failure to pass funding legislation in a timely manner.

Dr. Sebring reiterated Ms. Boesen's point that the Board retains some flexibility as to specific components of the budget after the maximum amount has been approved.

Ms. Schroeder reminded the Board that there is typically some amending of the budget after it's been formally adopted.

Mr. Murphy said he only foresees amending this proposed budget in the unlikely event of good news about state funding levels.

Ms. Schroeder said its possible that the district's collective bargaining negotiations could lead to some amendment of the budget.

Item No. 25 Page 5 of 8

Mr. Murphy said even if the Board agreed to the outsourcing recommendation of the budget advisory committee, there would still have to be other concessions from district employees such as salary freezes and furloughs.

Ms. Schroeder said the proposed budget can't include unknown outcomes of collective bargaining. She said a Board decision to outsource a portion of the district's operations budget is not subject to negotiation with employees.

Mr. Murphy said it's possible that outsourcing wouldn't be necessary if certain concessions were realized in collective bargaining.

Ms. Schroeder agreed that, in that event, the Board could revisit some of the specific provisions in the budget.

Ms. Link said she too think it's impossible to adopt a budget that reflects the Board parameter of keeping cuts away from the classroom. She doesn't see how the Board can implement the advisory committee's recommendations.

Dr. Sebring said keeping cuts away from the classroom essentially means no teacher cuts, a principle that is reflected in the proposed budget.

Ms. Schroeder said the only recommendations of the committee that aren't incorporated in the proposed budget are 2% allowable growth in state appropriations and employee concessions both of which are variables beyond Board and/or administration unilateral control.

Ms. Link said she would like to remove outsourcing from the proposed budget. She asked what would happen if the district didn't fill any vacant teaching positions between now and the start of the next school year.

Ms. Schroeder and Dr. Sebring said there would be a lot of classrooms without teachers.

Ms. Link asked why this discussion is happening now if the deadline for declaring teaching positions excess has passed.

Dr. Sebring explained that there may be up to 200 teaching positions that will be vacated between now and next year through various normal attritions including retirements and resignations. She said if, for example, only 180 of those openings are filled then the net result will be a cut of 20 teaching positions.

Page 50 April 5, 2011

Item No. 25 Page 6 of 8

Ms. Link said, notwithstanding the recommendation of the advisory committee that budget cuts not touch the classroom, the Board has no choice but to make cuts that touch the classroom.

Dr. Sebring said there is a choice presented in the proposed budget that does not cut teachers.

Ms. Caldwell-Johnson said the only alternative to outsourcing that is under direct control of the Board and not subject to negotiation is a hiring freeze. She hopes that the district bargaining units are considering shared concessions that will prevent one group from sustaining more cuts than another, a notion that she said is unfair.

Ms. Strong said a hard hiring freeze is not practical since, for instance, if a school's lone chemistry teacher resigned a replacement would have to be hired as opposed to leaving that school unable to offer chemistry.

Dr. Sebring said the district needs to be hiring teachers to get quality applicants. She suggested that it will not take anywhere near 200 positions to offset the \$1.5 million worth of outsourcing in the proposed budget. Therefore, the district may hold back on hiring for a portion of the least critical vacancies and see what develops with collective bargaining.

Mr. Murphy said he would support that strategy.

Ms. Boesen said the only reason the advisory committee recommended any outsourcing in the first place was because they had no control on the outcome of contract negotiations.

Mr. Murphy asked how the determinations would be made as to which positions to fill and which to leave vacant.

Dr. Sebring said that is a complicated process that factors in lots of variables such as class size and transitions from level to level [e.g., from elementary to middle school], etc.

Mr. Murphy asked if all those decisions would be administrative and unencumbered by considerations like seniority, as an example.

Dr. Sebring said yes, they would be.

Mrs. Woods asked if the Board could get a summary of the positions that are vacant now and an outline of the strategy for which vacancies to hold back before the deadline for budget certification.

Item No. 25 Page 7 of 8

Dr. Sebring said yes, with the stipulation that the number of vacancies is fluid and changes literally on a daily basis.

Ms. Strong suggested that if every district employee took one furlough day it might save everyone's job.

Ms. Boesen sought a consensus of the Board on the question of holding back on hiring for vacant positions as opposed to outsourcing some jobs.

Mr. Gallardo asked if there is a deadline by which collective bargaining with employees has to be completed.

Mrs. Woods said negotiations can last well into the summer.

Dr. Sebring reminded the Board that the advisory committee made its recommendations on the heels of three consecutive years of budget cuts and not out of a bias towards cutting any jobs. She said that at this point the most dispensable positions have already been cut and reiterated that the recommendation for outsourcing some operations jobs was not arbitrary but in respect of the Board's own declared parameter of minimizing the impact of cuts on the instruction of students. She said, in any case, only a relatively small fraction of the total current and upcoming vacancies would have to go unfilled to equal \$1.5 million.

Ms. Link mentioned that some people would say if classrooms are not kept as clean as they have been then the cuts will have impacted the classroom.

Mr. Murphy asked if an estimate of 20 positions held back would roughly equate to \$1.5 million.

Dr. Sebring said that was probably a good estimate.

Ms. Schroeder reminded the Board that the \$1.5 million figure could fluctuate up or down depending on the outcome of negotiations.

Mrs. Woods asked if every effort is being made to save on such things as routine supplies that can be obtained from Central Stores instead of a vendor like Office Depot.

Dr. Sebring said the district is in its 4th consecutive year of scrutinizing every expenditure in an effort to identify and eliminate waste and Ms. Schroeder said that comparing per unit costs between Central Stores and an outside vendor is not an apples-to-apples proposition because of related costs like the wages and equipment etc. related to operations of the Central Stores facility.

Page 52 April 5, 2011

Item No. 25 Page 8 of 8

Mr. Murphy asked if the 49 cent increase in the property tax rate that's included in the budget to correct for the state's past miscalculations of equity tax relief is temporary.

Ms. Schroeder said no, it is not a one-time levy.

Ms. Caldwell-Johnson said that even assuming the Board has found a way to bridge the gap in this year's budget, the problem will be even greater next year when some funding sources currently available dry up and some expenses unavoidably increase.

Ms. Link recalled that the advisory committee had expressed a willingness to continue its work in the offseason and said that might make sense as an ongoing way to grapple with persistent budgeting issues.

Ms. Boesen agreed and expressed her disappointment that more citizens have not been pressuring the legislature for adequate school funding.

Ms. Schroeder mentioned that millions of dollars in federal grants that have been paying for teachers are in jeopardy next year and beyond.